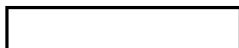


26 December 1978

STAT



Your active duty with us is coming up shortly. I am looking forward to it eagerly. I now do not expect to be out of the country when you arrive and so look forward to seeing you soon.

Let me give you my usual outline of 100 percent more things to do than you can possibly undertake in two weeks:

Charter Legislation, which you helped me with at the very beginning in terms of the Presidential decision, has since led to the Executive Order and is now leading to the charters. If you could review where we stand on this and give me your views on whether there is a prospect of coming out with a reasonable charter as a result I'd appreciate it. Your views on selling a charter to the Congress would also be helpful. Beyond that, I am looking to how the charters lead to a hierarchy of regulations and controls through an Executive Order to my regulations, to the DDO's regulations, etc., so that we truly have a firm handle on our covert and clandestine activities without hamstringing them.

Intelligence support to our non-primary consumers is something that concerns me--Cabinet officers other than State and Defense, Congress, and other miscellaneous agencies. I'm looking for new ways to provide intelligence support in these other areas, including looking for new relationships that don't exist now and new kinds of support to existing customers. I'd even carry this as far as the business community. Why should the United States Government have a lot of information about Iran and not share it with businesses who had to make tough political decisions there, for instance?

Quality of training--this is a big bundle. Perhaps you could pick one aspect of it, e.g., training for analysts. What is the adequacy of our use of on-campus training, etc.? Alternatively, perhaps a look at the Career Training Program--our initial training activity--might be useful.

STAT Perhaps the primary thing I believe you could really help on is the way in which we recruit, including particularly the way we screen those who come into the system to determine whether we want to make them an offer. We give them a series of tests, including psychological and intellectual. We have a series of tests called PATB that we give. I'll leave with [redacted] a copy of them and a critique of them that I had done by an outside psychologist. I'm quite afraid that the way we recruit is likely to produce people in the image of what we have needed in the past rather than what we want for the future. In particular, I think we ought to be after more women, blacks, economists, physicists, and other hard scientists rather than just liberal arts graduates.

We are in the midst of some changes in NFAC. I think it's too early to go back and revisit your very helpful product there from last summer other than as you undoubtedly will in the course of casual conversations around the building.

Nonetheless, don't be inhibited by the above list. I'm just looking for your thoughts on how we can serve better.

Merry Christmas to you and Anne.

Yours,


STANSFIELD TURNER

